

The Leadership Pathways (LP) program is geared toward developing skills for those who advise, supervise, mentor or teach. Intended audience includes Active Duty, Reservists, Guard, family members, and civilians. The focus is on every Airman and family member, not just those that identify that they have a problem or need. Changing the focus from negative or problem focused to leadership and positive self help, allows Airmen to openly attend a class for themselves or to help others. It “de-stigmatizes” the concept that a problem exists when you attend a class.

Courses at an installation that are in place will be reviewed by the Leadership Pathways approving authority to determine if they meet criteria for use as a “Leadership Pathways course.” The Community Support Coordinator (CSC) will serve as the course approving authority. Many classes are already taught by the helping agencies of the Integrated Delivery System (IDS), such as Airman & Family Readiness, Mental Health, Family Advocacy Outreach, the HAWC, etc. Classes will work toward building resilience in the four pillars of resilience: physical, mental, social, or spiritual health.

INCENTIVES

The program will have three tier levels for completion and recognition.

Active Duty and Family Members

- “1 Star” = 8 classes
- “2 Star” = 15 classes
- “3 Star” = 20 classes

“1 Star” recognition is a certificate. “2 Star” recognition is a one-day pass for active duty. “3 Star” recognition is a three-day pass. Family member recognition (1 Star) is a certificate. “2 Star” recognition is a \$25 commissary coupon. “3 Star” recognition is a commissary \$50 coupon. Federal civilians may also attend classes. Active duty cannot receive credit for attending mandatory classes/briefings. If an active duty member brings a spouse, however, the spouse will receive credit. One star will be awarded for each class regardless of length.

RECORD KEEPING

Attendees receive a certificate of course completion for each course, and are responsible for retaining their certificates. Once they accumulate the requisite number of certificates for each level, individuals present their certificates to the Community Support Coordinator, who issues the reward.

In the event of a PCS, members will take their certificates to the next base, so they may continue the program at that installation.

Course instructors will take attendance on their normal sign-in sheets. Attendees should print their information so it is intelligible to the instructor. Instructors will prepare certificates for attendees to take with them at the end of class. Hand writing on certificates is permissible.

Instructors will turn in quarterly reports to the CSC once a quarter by the first working day of January/April/July/October so a consolidated report can be prepared for MAJCOM.

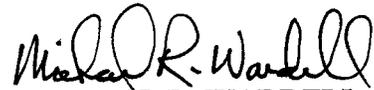
Instructors will also have attendees fill in an attached survey. Turn in the surveys the same way as the course rosters. The Community Support Coordinator will provide attendees with a program evaluation when they collect rewards.

MARKETING

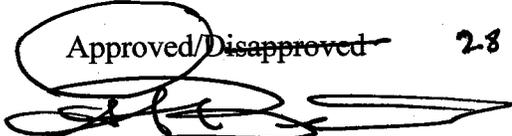
Marketing is key to the success of the Leadership Pathways program. Instructors and helping agencies should market the entire program at every opportunity. Make maximum use of all communication modes on a continuous, ongoing basis to spread the word

CLASSES

CAIB pillar champions, instructors, and helping agency members are encouraged to make as many classes on as many issues as possible. We should remain "light on our feet," and prepare as many classes as possible continuously. THE CSC APPROVES ALL CLASSES FOR LEADERSHIP PATHWAYS USE. Particularly useful are short classes of 30/60 minutes. Ideally, we should eventually have classes we can pull out for virtually every contingency or issue that may arise, and operate in a just-in-time (JIT) fashion in response to trends.


MICHAEL R. WARDELL, DAFC
Community Support Coordinator

~~Approved/Disapproved~~ 28 JAN 2013


THOMAS A. BUSSIÈRE
BrigGen, USAF
Commander, 509th Bomb Wing

Whiteman AFB Leadership Pathways Approved Programs

This is the comprehensive list of programs approved to be counted under the Leadership Pathways Initiative

1. CLASSES	Detailed Description of the Class	OPR
Better Body. Better Life.	<p>This AF-wide program is designed to help individuals seeking to lose and maintain their weight and enjoy an overall healthy lifestyle. It includes general information on nutrition, physical activity and behavioral issues dealing with weight and lifestyle issues through facilitated classroom discussions and hands-on activities. This program helps participants identify personal goals along with ways to make behavioral changes to meet those specific goals. The program is designed to be flexible, fluid and allows participants to enter the program at any time, as each module stands independently.</p>	HAWC
Commissary Tours	<p>This program takes small groups through the aisles of the Commissary to compare products and food labels, identify faulty label claims and increase awareness of advertising. Also, the group is instructed on identifying surprising sources and names of sugar and how to make healthy foods affordable.</p>	HAWC
Tobacco Cessation Mentor Program	<p>Former tobacco users (successful quitters!) are invited to train and function as facilitators for the HAWC's "Freshstart" tobacco cessation program within the unit and other peer groups. Individuals who are not former tobacco users are also welcome to participate if they have a personal desire to help others quit and perhaps have a personal connection (marriage, family) to tobacco use. The HAWC then provides logistical support to the facilitators in the supplies and connections with the medical group for access to pharmaceutical aids (nicotine patches, Zyban, Chantix) for those users who are attempting to quit.</p>	HAWC

<p>Sleep Smart (Sleep Hygiene Class)</p>	<ul style="list-style-type: none"> - Learn the basics of sleep hygiene and fatigue management - Learn why our perception of having enough sleep is not the reality - Learn the impact of fatigue on performance and health - Learn how properly manage and relieve jet lag and acute and chronic fatigue - Learn strategies to improve alertness and sustain performance while enduring unavoidable sleep loss 	<p>HAWC and Aerospace Physiology</p>
<p>Running Clinic</p>	<p>This program aims to improve an individual's running speed and distance, while reducing the chance of injury</p>	<p>HAWC</p>
<p>Better Body. Better Life.</p>	<p>This AF-wide program is designed to help individuals seeking to lose and maintain their weight and enjoy an overall healthy lifestyle. It includes general information on nutrition, physical activity and behavioral issues dealing with weight and lifestyle issues through facilitated classroom discussions and hands-on activities. This program helps participants identify personal goals along with ways to make behavioral changes to meet those specific goals. The program is designed to be flexible, fluid and allows participants to enter the program at any time, as each module stands independently.</p>	<p>HAWC</p>
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<p>Dads the Basics</p>	<p>This is a 4 hour workshop for new dads to learn about caring for their new baby. The workshop is taught by other dads. It was specifically designed for DOD. It will be held on a Saturday morning from 0800 to 1200 every 3 Months.</p>	<p>FAP</p>
<p>SHARP (Shifting Angry Response Patterns):</p>	<p>This 4 session class is offered every month on Thursdays from 1000 to 1130 for individuals interested in learning effective strategies for understanding and managing anger</p>	<p>FAP</p>
<p>PREP – Couples Communication</p>	<p>This research based couple communication workshop is for couples (married, engaged, and/or dating) who have a good relationship and want to make it better. We will explore how men and women fight differently, how to discover hidden issues and expectations, how to set ground rules for fighting constructively, how to communicate and really understand each other and finally how to enhance fun, friendship and intimacy in your relationship. This 6 hour workshop will be held every three months on a Friday from 0900 to 1500.</p>	<p>FAP</p>

<p>1-2-3- Magic</p>	<p>This two-session research based class is offered twice a month on the 2nd & 4th Thursday from 1 to 3. It teaches parents easy-to-follow steps for disciplining children ages 2-12 without yelling, arguing, or spanking. Parents will learn how to get their kids to STOP doing what they don't want them to do and encourage them to START doing what they want them to do. Parents will also learn techniques for handling misbehavior in public and dealing with testing and manipulation</p>	<p>FAP</p>
<p>Common Sense Parenting</p>	<p>This research based class is offered in three 1 ½ hour classes every month and is scheduled according to the parents needs. We offer two different classes. One for parents of children ages 3-5 and another for parents of children ages 6-16. This class will demonstrate how to give clear messages, stay calm and teach your child self-control as well as prevent misbehavior.</p>	<p>FAP</p>
<p>Love and Logic</p>	<p>Put the Fun back into Parenting! This is a 7 session research based class that will help parents learn ways to allow their children to make smart decisions and problem solve on their own. Parents learn the importance of allowing their children to make their own choices and how providing empathy when their children fail allows the natural consequences of the mistake to do the teaching instead of punishment. This class is offered quarterly</p>	<p>FAP</p>
<p>You, Your Children and Divorce</p>	<p>This 1 ½ -hour class is offered twice a month on the 2nd & 4th Tuesday from 1100 to 1230. It is for individuals who are in the process of divorcing and have children. Class content focuses on helping parents help themselves and their children through a divorce successfully and minimize negative effects on the children</p>	<p>FAP</p>

<p>True Colors and/or Four Lenses (Individual or couples)</p>	<p>For individuals and couples - an interactive and fun-filled program used as a method for gaining insights into why people behave as they do. Activities are designed to help people identify their personality types. It helps everyone to learn how to turn irritation into appreciation and conflict into cooperation by opening up lines of communication, embracing differences and bringing out the best in everyone.</p>	<p>A&FRC/EO</p>
<p>Money Management and other financial classes</p>	<p>Learn how money affects everyone's life. Learn your financial personality and how early intervention reaps big rewards.</p>	<p>A&FRC</p>
<p>Hearts Apart Events (spouses)</p>	<p>Each month we hold an event specific to deployed/remote families that includes fun for activities for all ages.</p>	<p>A&FRC</p>
<p>Smooth Move (CONUS and OCONUS + Ready Set Remote) (spouses only get Leadership Pathways credit)</p>	<p>This seminar is invaluable if you are PCSing stateside, overseas or going on a remote tour within the next 6 months. Briefings from the experts will help make your move "smoother." Orders are not required to attend this seminar but it is mandatory that active duty members attend. Spouses are welcomed and highly encouraged to attend.</p>	<p>A&FRC</p>
<p>Bundles for Babies (Military/spouses)</p>	<p>Class helps new and expectant parents gain information and resources. Participants will receive free items donated by Air Force Aid and a baby quilt.</p>	<p>A&FRC</p>
<p>Heart Link (spouses)</p>	<p>Class designated to new spouses arriving at Whiteman. This 5 hour class will inform spouses on services available at Whiteman, our mission and where they fit in as a military spouses.</p>	<p>A&FRC</p>

<p>Pre Deployment & Reintegration Briefings (Spouses only receive credit)</p>	<p>These briefings assist active duty members and their families with pre-deployment, deployment, reunion and reintegration process. Ensures families have access to the programs and services provided to assist them with family separation. Spouses must attend with the active duty member to receive Pathways program credits.</p>	<p>A&FRC</p>
<p>Key Spouse Program (Credit upon completion of 12 hr training)</p>	<p>Once spouses are appointed by their Commander, an Air Force mandatory 12 hr training is conducted as to the role of the Key Spouse within the AF.</p>	<p>A&FRC</p>
<p>Whiteman Marriage Seminar</p>	<p>A one day, marriage seminar, held off-base, with no cost to the participants. Most of the content material used for the seminar is derived from the Chapel Corps' "Marriage Care" program. The other content resources are "The Five Love Languages" and the "Speaker/Listener Technique." The seminar is held every other month and is limited to 20 couples (and two staff) per event. The seminar format consists of four couple's sessions."</p>	<p>Chapel</p>
<p>Be Well</p>	<p>General nutrition/fitness/motivation class. Mandatory class for fitness failures, however open to community.</p>	<p>HAWC</p>
<p>Bod Pod (body composition analysis) Testing</p>	<p>The Bod Pod used whole-body densitometry to determine body composition (fat and fat-free mass). It is based on the same operating principle as hydrostatic (or "under-water") weighing, except the Bod Pod uses patented Air Displacement Plethysmography for highly accurate, fast, and safe results. The Bod Pod also offers information on RMR and TEE.</p>	<p>HAWC</p>

<p>Steppin thru the Winter</p>	<p>Keep those winter pounds to minimum! Stop by the HAWC, check out a pedometer and walk/run your way to a healthier lifestyle!!! Incentive items given when Steppin' goals are reached!!! The Goal (American Heart Association) is "10,000 steps/day or 3 miles."</p>	<p>HAWC</p>
<p>Fitness on Target</p>	<p>Incentive program designed to reward individual participation in FIP classes offered at the Fitness Center. Rewards are given at pre-set levels of accomplishment.</p>	<p>HAWC</p>
<p>Weight loss on Target</p>	<p>Incentive program designed to reward individual weight loss. Rewards are given at pre-set weight loss levels of 5, 10, 15, 20, 25 and 50 pound increments.</p>	<p>HAWC</p>
<p>Hypertension Class</p>	<p>Group class designed to provide specific nutrition/lifestyle education in an effort to improve hypertension.</p>	<p>HAWC</p>
<p>Individual nutrition counseling</p>	<p>One-on-one counseling addressing individual nutritional needs and goals. Provide nutrition prescription and education in addition to accountability.</p>	<p>HAWC</p>
<p>Stress Management</p>	<p>Offered Every 1st and 3rd Friday of each month from 1500 – 1600 at the Airman and Family Readiness Center. Learn health ways to reduce and manage your stress. This is a 90 minute one-time class that increases members' awareness of signs and triggers of stress; learn relaxation techniques and cognitive/behavioral changes to help manage/alleviate stress.</p>	<p>MH</p>

<p>AADD CQ</p>	<p>Holding the AADD Hotline on 20 occasions or answer one call, arrange a drive and conduct follow up as required by AADD procedures.</p>	<p>AADD</p>
<p>AADD Driver</p>	<p>Being on call to be a driver for a total of 20 days or Driving / Picking up someone</p>	<p>AADD</p>
<p>Healthy Sexuality</p>	<p>We talk a lot about prevention sexual assault but we don't spend time helping individuals look at what healthy sexuality looks like. This 2 hour course takes a candid look at healthy sexuality, respect, and consent.</p>	<p>SAPR</p>
<p>Understanding and Respecting Sexual Preference Differences</p>	<p>With the repeal of the Don't Ask Don't Tell Policy our Airmen are now free to serve and be openly gay. This presents some new challenges for supervisors and coworkers who have not had to respect these differences in the past. This 2 hour course explores myths and truths surrounding being Gay and Lesbian.</p>	<p>SAPR</p>
<p>Legal Issues Class</p>	<p>This 1 hour course which will talk about wills, powers of attorney, types of discharges, off duty employment, and progressive discipline.</p>	<p>Legal Office</p>
<p>Airmen Mentoring Class</p>	<p>Outline for this course includes: 1. Budgeting/Finances 2. Credit Building 3. Career Planning 4. "You and your supervisor" 5. FTA retraining and assignments 6. WAPS 7. EPRs/Award packages</p>	<p>Tier 2</p>

<p>NCO Professional Enhancement (NCOPEC)</p>	<p>This course is designed to augment and reinforce (not replace) information taught in BMT, Tech School, ancillary training, PME and job experience. There are two open forums (CMSgt Panel and a Commander's Panel) that will require your participation. In order for you to get the most out of the course you'll need to be focused and engaged. Ask questions and participate in the discussion and scenarios.</p>	<p>Career Advisor</p>
<p>Top 3 Mentoring Event</p>	<p>This seminar is being put on by the Whiteman Top 3 Mentorship committee, and is targeted towards frontline supervisors (SSgt/TSgt). It is designed to provide them the tools to succeed in their future challenges as NCOs. Content of this event includes (but is not limited to) AF writing, career progression and goal setting, and leadership.</p>	<p>Top 3</p>
<p>NCOPEC</p>	<p>This three day course is designed to augment and reinforce (not replace) information taught in BMT, Tech School, ancillary training, PME, and job experience. There will be two open forums (CMSgt Panel and a Commander's Panel) that will require your participation. Please be thinking of questions to address each panel. In order for you to get the most out of the course you'll need to be focused and engaged. Ask questions and participate in the discussion and scenarios.</p>	<p>Career Advisor</p>
<p>SNCOPEC</p>	<p>A four day course to provide newly selected MSgts with an in-depth view of their increased supervisory, leadership, and managerial responsibilities. This course will also provide assistance in making the transition to SNCO status more effective</p>	<p>Career Advisor</p>
<p>Performance Feedback Process</p>	<p>This two hour course is designed to assist supervisors with understanding the processes and methods for conducting a rater/rate performance feedback session. This is not a replacement for PME. Completing this course will enhance knowledge on feedback, a crucial part of enlisted evaluation</p>	<p>Career Advisor</p>

<p>Analog Leadership in a Digital Environment</p>	<p>This two and a half hour course is targeted towards SrA-TSgt, and it is designed to enhance person-to-person leadership skills in today's digital information environment. The techniques used in this course can be applied to any AFSC and will improve a leader's ability to accomplish organizational objectives.</p>	<p>Career Advisor</p>
<p>AF Effective Writing</p>	<p>This two hour course is designed to improve your writing skills and assist you in accomplishing EPRs, decorations, and award packages. This course is open to all Whiteman personnel</p>	<p>Career Advisor</p>
<p>Competitive vs Eligible</p>	<p>This two hour course is designed to help you prepare yourself for quarterly/annual awards. It is not a writing course. This is a course that is tailored to help develop strategies to enable you to win awards</p>	<p>Career Advisor</p>